



RESEARCH PROGRAM SPECIALIST I  
(SOCIAL/BEHAVIORAL)  
Final Filing Date: Continuous Filing

OPEN

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER - Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.

EXAMINATION BASE DEPARTMENTAL FOR:  
DEPARTMENT OF CORRECTIONS AND REHABILITATION

WHO SHOULD APPLY Applicants who meet the minimum qualifications as stated below and who have not previously tested with the Department of Corrections and Rehabilitation (CDCR) during this testing period. CDCR testing period(s) for this examination is: **January through June and July through December**. Applications will not be accepted on a promotional basis.

HOW TO APPLY Submit Examination Application (Std. Form 678) and Supplemental Application to:

**By mail with:** **or** **In person with:**  
**Department of Corrections and Rehabilitation** **Department of Corrections and Rehabilitation**  
**Selection Services Section** **Selection Services Section**  
**P.O. Box 942883** **1515 "S" Street, Room 522-N**  
**Sacramento, CA 94283-0001** **Sacramento, CA 95814**  
**(916) 322-2545** **(916) 322-2545**

If you are personally delivering your application(s), please do so between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, to the same street address as listed above for the Office of Selection Services.

The Supplemental Application for Research Program Specialist I (Social/Behavioral) can be downloaded from the State Personnel Board's website at **www.spb.ca.gov** or CDCR's website at **www.cdcr.ca.gov** or a copy can be obtained by calling or visiting the Office of Selection Services.

**NOTE:** Only applications with an original signature will be accepted.

APPLICATION DEADLINE/ REQUIREMENTS Applications will be accepted on a continuous basis.  
All applicants must meet the education and/or experience requirements for this examination at the time he or she files his or her application.

TEST DATE To learn more about examination date(s), contact the testing office(s) indicated on this bulletin.

SALARY RANGE(S) As of: **April 23, 2008**  
**\$4,833 - \$5,874**

MINIMUM QUALIFICATIONS **Either I**  
**Experience:** One year in the California state service performing research duties at a level of responsibility equivalent to that of a Research Analyst II (Social/Behavioral).

**Or II**  
**Experience:** Three years of progressively responsible technical research experience above the trainee level engaged in the collection, compilation, analysis, and interpretation of data. (A Doctoral Degree in Economics, Psychology, Sociology, or a research-oriented field may be substituted for two years of the required experience. A master's degree in one of the above fields may be substituted for one year of the required experience.) [Experience in the California state service applied toward this requirement must include one year of experience in a class at a level of responsibility equivalent to a Research Analyst II (Social/Behavioral)] **and**

**Education:** Graduation from college with any major but with extensive course work in economics, psychology, sociology, or a related research-oriented field. This must include at least six semester hours in statistics.

**Special Personal Characteristics:** Demonstrated ability to act independently; initiative; flexibility; and tact.

**Desirable Qualifications:** Experience performing psychological or sociological-related duties; graduation from college with any major but with extensive course work in psychology or sociology, this must include at least six semester hours of research techniques.

Qualifying experience may be combined on a proportionate basis if the requirements stated above include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates who possess qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

EXAMINATION  
PLAN

INTERVIEWS WILL NOT BE HELD. This examination will consist of a supplemental application weighted 100%. To obtain a position on the eligible list, applicants must achieve a minimum rating of 70% on the supplemental application.

Candidates who meet the “Minimum Qualifications” will be mailed a supplemental application designed to elicit a range of specific information regarding each candidate’s knowledge, abilities, and potential to effectively perform the duties relative to the classification.

EXAMINATION  
PLAN (cont.)

RETURN OF THE SUPPLEMENTAL APPLICATION IS MANDATORY. Candidates who do not return the completed supplemental application will be eliminated from this examination.

Supplemental Application -- Weighted 100.00%

- Scope:  
Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate’s:
- A. Knowledge of:
- 1. Principles and concepts of psychological and sociological behavioral theory
  - 2. Techniques and methodologies for measuring psychological and sociological dimensions
  - 3. Social problems of governmental concern
  - 4. Experimental design procedures
  - 5. Research methods and techniques
  - 6. Application of computerized models to research data
  - 7. Statistical and other methods used in the analysis and projection of data
  - 8. Survey methods and analytical techniques
  - 9. Operations research methods
- B. Ability to:
- 1. Design and conduct a complex research project in the area of evaluating behavior or validating studies

ELIGIBLE LIST  
INFORMATION

The resulting eligible list will be established to fill vacancies for the Department of Corrections and Rehabilitation. Names of successful candidates are merged into the list(s) in order of final scores, regardless of date. Eligibility expires **24 months** after establishment, unless the needs of the service and conditions of the list(s) warrant a change in this period.

POSITION  
DESCRIPTION AND  
LOCATION(S)

A **Research Program Specialist I (Social/Behavioral)** plans, organizes, and conducts complicated research studies and activities involving the research and evaluation of individual or social aspects of human behavior utilized for test construction, program planning, implementation and does other related work.

Position(s) exists with the Department of Corrections and Rehabilitation in Sacramento.

VETERANS POINTS/  
CAREER CREDITS

Veteran’s Preference Points will not be granted in this examination since it does not qualify as an entrance examination under the law. Career credits will not be granted in this examination.

GENERAL INFORMATION

**It is the candidate’s responsibility** to contact the Department of Corrections’, Selection Services Section at (916) 322-2694 three weeks after the final filing date if he/she has not received a progress notice.

**Applications are available at** Department of Corrections and Rehabilitation offices, State Personnel Board offices and local offices of the Employment Development Department.

**Career Credits:** California law allows the granting of career credits in Open, Nonpromotional examinations. Career credits are three points added to the final qualifying score of each competitor who is a state employee with permanent civil service status or employees who have a mandatory right of reinstatement to such a position; or a full-time exempt employee with 12 months consecutive service; or individuals who have served one full year in or are a graduate of the California Conservation Corps (CCC) (eligibility expires 24 months after graduation from the CCC). Effective January 1, 1983, AB 3325 (1982) eliminated career credits for classes designated by DPA as managerial.

**The Department of Corrections and Rehabilitation** reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

**Examination Locations:** If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

**General Qualifications:** Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, an investigation may be made of employment records and personal history.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

ONLY INDIVIDUALS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES WILL BE HIRED

FOR CURRENT CDCR TESTING INFORMATION CALL (916) 322-2545  
California Relay Service for the Deaf or Hearing Impaired: 1-800-735-2929  
www.cdcr.ca.gov